

**County of San Diego
CalWORKs County Plan**

(r) WELFARE-TO-WORK GRANT PROGRAM

Briefly describe the coordination efforts between the County and local Welfare-to-Work Grant partners to ensure non-duplication of services for eligible CalWORKs recipients.

[Reference: Welfare and Institutions Code Section 10531(q)]

Formula Welfare-to-Work Grant Program

The Workforce Partnership is the Local Workforce Development Area (LWIA) designated by the State of California to provide employment-related services for job seekers and employers throughout the entire San Diego region. In this capacity, the Workforce Partnership received \$22 million in U.S. Department of Labor (DOL) funds from the State of California to administer local Welfare-to-Work (WtW) Formula Grant programs. The San Diego Workforce Partnership, incorporated in 1995, succeeds the San Diego Consortium & Private Industry Council, created in 1973 to administer federal job training funds in San Diego County. As such, the Workforce Partnership is a key collaborative partner identified in the County CalWORKs Strategic Plan as providing skill building activities that lead to a better jobs and ultimately self-sufficiency. The Workforce Partnership's mission is:

To coordinate a comprehensive workforce development system that ensures a skilled, productive workforce and supports a healthy economy throughout the San Diego region.

The Workforce Partnership has created workforce solutions for the region's employers and individuals through public and private partnerships.

The Workforce Partnership's WtW Grant Program was developed jointly between the Workforce Partnership and the County's Health and Human Services Agency (HHSA). *Workforce Partnership in coordination with HHSA staff developed and implemented a countywide delivery system that complements and supports goals/objectives of the County's CalWORKs Plan.* The Workforce Partnership consulted with Chambers of Commerce, community colleges, employers, adult educators, recipients, community based organizations and the faith community to develop an effective and efficient service strategy that builds on existing assets, resources, and activities.

The Workforce Partnership and HHSA staff worked together to prepare a collaborative service delivery strategy that does not duplicate services. Technology experts from each agency met to plan for shared access to databases, and where privacy laws allow, to assure that information systems are compatible. HHSA representatives attend the Workforce Partnership's monthly WtW Providers Meeting, which promotes the free exchange of information and builds strategic alliances between the region's operating entities. Furthermore, management for the Workforce Partnership and HHSA hold regular meetings to coordinate service delivery systems.

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HHSA will use DOL WtW Match Grant Funds to provide and facilitate the provision of an array of comprehensive employment and training services to eligible individuals. Services will consist of one or more of the following activities, as allowable by governing CDSS regulations:

- 1. Job readiness;*
- 2. Vocational education or job training;*
- 3. Employment activities;*
- 4. Paid work experience;*
- 5. Job placement services;*
- 6. Post employment services;*
- 7. Job retention services and support services; and/or*
- 8. Individual development accounts; and/or*
- 9. Intake, assessment, eligibility determination, development of an individual's services strategy, and case management, as part of the design of other allowable activities.*

Definitions Used for Formula and State Match Welfare-to-Work Grant Programs

If WtW Grant eligibility is determined based on a CalWORKs recipient having "characteristics of long-term welfare dependence" or "significant barriers to self-sufficiency," the following definitions will be used for this determination:

"Characteristic of Long-term Welfare-Dependence" – A socio-economic factor or condition that is associated with or predictive of long-term welfare dependence. These conditions/factors include poor work history; school drop-out; teen pregnancy; Food Stamp recipient; domestic/family violence; homelessness; Limited English Proficiency (LEP); mental health issues/needs; substance abuse; physical rehabilitation; offender/ex-felon; veteran status; physical, mental, or learning disabilities; residence in public housing; residence in high-crime or poverty area; and eligible for or receiving SSI benefits, Medi-Cal, or Children's Health Insurance Program.

"Significant Barrier to Self-sufficiency" – A socio-economic factor or condition that significantly affects the participant's ability to accept employment, maintain employment, or transition from welfare dependency to self-sufficiency. These conditions/factors include substance abuse, domestic/family violence, mental health issues/needs, physical, mental, or learning disabilities; criminal record; limited English proficiency; low-wage earner; limited skills; poor work history; school drop-out; teen pregnancy; homelessness; veteran status; physical rehabilitation; and eligible for or receiving SSI benefits.

"Poor Work History" – An individual that has not worked in full-time unsubsidized employment for more than 13 consecutive weeks during the last 12 calendar months.

"Full-time Employment" – Employment at 32 hours per week for families with one employable parent; and 35 hours per week for families with two employable parents.

Through synchronized planning efforts, the roles and responsibilities of the various partners providing WtW services to CalWORKs recipients in San Diego County have been clearly identified and refined, allowing for complementary, non-duplicative service.

(r) WELFARE-TO-WORK GRANT PROGRAM (Continued)

The Workforce Partnership offers innovative, intensive work readiness and job retention programs, coupled with work activities, by contracting with qualified service providers. The Workforce Partnership limits work experience activities to the private sector (profit and non-profit), complementing the County's efforts to develop work experience for CalWORKs participants in the public sector.

Likewise, the Workforce Partnership and HHSA collaborated in the development and implementation of DOL WtW Grant-funded Paid Work Experience and Paid Community Service activities for eligible post 18/24-month CalWORKs time limit individuals. The Workforce Partnership plans to continue recruiting eligible participants from the County HHSA, the Department of Child Support Services, the Probation Department, and current Workforce Investment Act (WIA) service providers, *until their WtW Formula Grant ends on June 30, 2004.*

Under the San Diego WtW program, the County assigns each CalWORKs recipient to an Employment Case Manager (ECM) for identification of work history and supportive service needs and enrollment in a job search program. If the individual is not employed at the end of this initial period, the participant and the ECM develop an individualized WtW Plan, identify services needed to assist the participant in meeting work requirements, and determine the appropriateness of WtW Grant-funded programs. *The ECM determines individual CalWORKs recipient eligibility for various WtW funded services and provides referrals to the most appropriate program, including Workforce Partnership-funded contracted post-employment activities.*

A collaborative partnership has been established between the ECMs and WtW contract services providers in each region of the County, thus, ensuring ongoing communication related to the status of each client. ECMs work closely with various agencies and organizations that are contracted by the Workforce Partnership to provide DOL WtW Grant-funded services. ECMs work in concert with these agencies and organizations to track client progress, monthly attendance, supportive services needs and to resolve client issues to ensure client and program success *and non-duplication of services.*

In addition to working with HHSA, the Workforce Partnership collaborates with the County's Department of Child Support Services and the Probation Department to serve appropriate eligible Non-Custodial Parents (NCPs). The Workforce Partnership uses DOL Formula Grant funds to serve eligible non-custodial parents.

State Match Fund Welfare-to-Work Grant Program

HHSA will provide and facilitate the provision of DOL WtW Match Grant-funded services to individuals who fall into one or more of the following categories as defined in California Department of Social Services (CDSS) All-County Information Notice (ACIN) No. 1-52-03:

- 1. Current CalWORKs Recipients;*
- 2. Custodial Parents Who Have Reached Their 60-month Life-time Limit on Aid;*
- 3. Young Adults Aging Out of Foster Care; and/or*
- 4. Low-income Custodial Parents.*